

 <div style="margin-left: 20px;"> <b>NORTON SOUND</b>  <b>HEALTH CORPORATION</b> </div>		<b>EMPLOYEE NAME:</b>  <b>POSITION TITLE:</b> Psychiatrist <b>JOB CODE:</b> 40615-80 <b>RELOCATION:</b> Yes <b>EXEMPT:</b> Yes <b>TRAVEL REQUIRED:</b> Yes
<b>POSITION DESCRIPTION</b>		
<b>PREPARED BY:</b> Human Resources <b>APPROVED BY:</b> Personnel Comm.	<b>DATE:</b> 06/98 <b>DATE:</b> 12/98	<b>DEPARTMENT:</b> BHS and Medical Staff <b>DIVISION:</b> RHS/BHS, Hospital Services
<b>REPORTS TO:</b> Medical Staff Director		
<b>SUPERVISES:</b> No Supervisory Responsibility		

<b>PURPOSE OF POSITION:</b> To provide patient and family focused behavioral health services in accordance with NSHC's mission, philosophy, policies, and procedures while applying standards for mental health and behavioral health practice in the clinical setting.	NOT APPLICABLE	MET STANDARD	DID NOT MEET STANDARD
<b>MAJOR RESPONSIBILITIES:</b> I. Core Competencies:  I. A. Behavioral Health Process and Professionalism: <ul style="list-style-type: none"> <li>Utilizes the appropriate process of assessment, diagnosis, planning, intervention, and evaluation when: assessing the patient's condition and needs; setting outcomes; implementing appropriate actions to meet the patient's/family's physical, emotional, spiritual, social, intellectual and safety needs; and evaluating patient's progress.</li> <li>Represents NSHC in a professional manner while acting as an advocate for patients/families, physicians, and other staff members.</li> <li>Maintains quality and efficiency standards as set by the immediate supervisor and makes recommendations for improvements.</li> <li>Participates in activities that promote professional growth and self-development. Attends pertinent in-services, departmental and other meetings as requested by the immediate supervisor.</li> <li>Adheres to all NSHC dress codes, personnel and safety policies.</li> <li>Upholds NSHC's vision, mission and corporate values.</li> </ul> B. Problem Solving/Critical Thinking: <ul style="list-style-type: none"> <li>Identifies work-related problems with possible solutions and implements solution(s), when appropriate.</li> <li>Maintains constant awareness of the legal aspects of behavioral health and demonstrates this in decisions regarding patient care within the psychiatrist scope of practice.</li> </ul> C. Assessments and Interventions: Demonstrates system based assessments identifying patient problems and needs with appropriate interventions to achieve desirable outcomes.  D. Procedures, Therapies, and Treatments: Maintains an in-depth knowledge of behavioral health principles, practices, standards, and techniques and applies this knowledge in accordance with NSHC policies and procedures and in compliance with State and federal laws/regulations.  E. Care Management: Functions to assure behavioral health services are accomplished effectively and efficiently in a cost effective manner, discharge planning is carried out, and the medical regime for each patient is implemented as prescribed by the physician. Delegates/assigns tasks/duties to other members of the department as appropriate.  F. Documentation: Gathers data and accurately documents information in a timely manner demonstrating the utilization of the BHS process to promote patient outcomes.			

POSITION: Psychiatrist	PAGE 2 OF 3	NOT APPLICABLE	MET STANDARD	DID NOT MEET STANDARD
<p><b>MAJOR RESPONSIBILITIES:</b></p> <p>G. Safety:</p> <ul style="list-style-type: none"> <li>• Maintains and demonstrates a thorough knowledge of departmental and corporate safety policies and procedures as they pertain to the job, including the fire and disaster plans.</li> <li>• Maintains a safe environment for patients, guests and staff.</li> <li>• Maintains confidentiality of information deemed confidential.</li> </ul> <p>H. People Centered:</p> <ul style="list-style-type: none"> <li>• Establishes a presence by using People Centered Teams skills of differentiation, compassionate listening, and knowledge of the change/transition process in situation involving emotions, life/death transition, and/or conflict.</li> <li>• Maintains harmonious and cooperative relations with fellow employees, management, patients and guests.</li> <li>• Promotes healing by maintaining a peaceful, orderly and clean environment.</li> <li>• Acts as a role model in maintaining a professional atmosphere.</li> </ul> <p>I. Patient Education: Participates in facilitating patient's and family's learning throughout the hospital experience in preparation for discharge. Reinforces patient's continued health care through teaching and/or referral to community agency follow-up.</p> <p>J. Medication Administration: Prescribes medication accurately.</p> <p>II. Performs other related work as directed by immediate supervisor (i.e. participates in orientation of new personnel, attends meetings and court hearings when needed, and completes assigned tasks in a timely manner).</p> <p>III. Department/Area Specific: CMHC</p> <p>A. Customer population specific</p> <ul style="list-style-type: none"> <li>• Demonstrates ability to work with and provide appropriate service and information to the clients, general public, outside agencies, departments, employees and management.</li> </ul> <p>1. Provides care to the following age groups:  ___Embryo ___birth ___infant (0-2yrs) ___child ___pre-adolescent  ___Adolescent ___adult ___geriatric ___maternal/neonate</p> <p>B. Demonstrates ability to care for BHS patient populations according to policy and procedure. Uses the behavioral health process to assess, plan, implement, and evaluate the care of these patients.</p> <p>C. Supervisory Responsibilities:</p> <ul style="list-style-type: none"> <li>• Limited clinical supervisory responsibilities for BHS clinical staff.</li> </ul> <p><b>QUALIFICATIONS:</b></p> <p>Education: This position requires a M.D. or D.O. with one year's approved internship having completed a residency in psychiatry.</p> <p>Registration/Certification: State of Alaska Licensed Psychiatrist who is board eligible/certified is required.</p> <p>Experience: Experience in a mental health clinic or hospital providing services with one year post residency experience is required.</p>				

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<p><b>QUALIFICATIONS:</b></p> <p><b>Skills:</b> This position requires good organizational skills with attention to detail. Must be able to communicate effectively (oral and written). Possess ability to follow detailed written and oral instruction. Demonstrate professionalism, consideration and confidentiality towards others in stressful situations.</p> <p><b>Physical Requirements:</b> Must be in good general health. Must be physically able to talk, hear, type, file, write, bend, stoop, reach and ability lift 50 pounds or more. Continuous amount of walking, sitting and/or standing is required. Some stress associated with decision making in critical care. Ability to travel in small aircraft in inclement weather.</p> <p><b>Personal Traits:</b> Must be courteous, accountable, and responsible for self and actions; dependable, honest, cooperative, adaptable, versatile, mature, good listener, objective and able to remain calm under stress. Must have ability to adapt emotional responses to the needs of people of varying temperament and disability.</p> <p><b>Working Conditions:</b> Well-lighted and ventilated work area. Work may be performed in hospital or village clinics on occasion.</p> <p><b>Work Hours:</b> Normal work hours are Monday through Friday, 8am to 5pm. However, because this is an exempt position weekend and evening work is expected.</p> <p><b>Travel:</b> Travel to the Bering Strait region villages via small aircraft is required.</p>				